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ABSTRACT

This guide is designed to provide information to CETA prime sponsors in Virginia concerning non-traditional agencies serving the handicapped. Following an introductory section, the first of three additional sections discusses the operation of these private agencies, their traditional funding and referral sources, and how they prepare handicapped persons for employment. The second chapter offers suggestions for negotiating with these agencies. Then, to assist prime sponsors in locating vocational services for handicapped individuals, the third chapter provides a list of agencies and basic information about their operations. An appendix gives examples of programs in which CETA funds have been used to benefit handicapped persons. (LRA)

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CETA AND THE HANDICAPPED

A Guide to Virginia Agencies for the Handicapped
To be used by CETA Prime Sponsors

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
NATIONAL INSTITUTE OF
EDUCATION

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INTRODUCTION

With the re-enactment of the Comprehensive Employment and Training Act in 1978, Congress expanded CETA's commitment to unemployed handicapped individuals. By broadening the definition of "economically disadvantaged" to include all handicapped individuals, Congress paved the way for CETA to serve the handicapped in its programs rather than automatically referring these persons to vocational rehabilitation agencies for service. In addition, Section 504 of the Rehabilitation Act of 1973 requires that organizations receiving federal funds not discriminate against qualified handicapped persons.

In Virginia, a number of agencies train handicapped persons in those skills and behaviors needed to obtain employment. Because these agencies often operate outside of the traditional educational system, the services they offer are sometimes overlooked by prime sponsors when developing plans for the coming year. However, for those handicapped persons whose special training needs require a staff capable of meeting them, these agencies offer opportunities not available in the traditional system.

The Virginia Association of Rehabilitation Facilities, an agency committed to improved vocational programs for handicapped persons, has contracted with the Governor's Employment and Training Council to establish linkages between CETA prime sponsors and non-traditional agencies serving the handicapped. This guide, prepared from information gathered in the last six months, will discuss the operation of these private agencies, their traditional funding and referral sources, and how they prepare handicapped persons for employment. Another chapter will offer suggestions for negotiating with these agencies. To assist prime sponsors in locating vocational services for handicapped individuals, a list of these agencies will provide basic information about their operations. Finally, an appendix will give examples of programs in which CETA funds have been used to benefit handicapped persons.

The Virginia Association of Rehabilitation Facilities expresses its appreciation to the Governor's Employment and Training Council for funding this project under Contract #79-31. By increasing Virginia prime sponsors' knowledge of private agencies serving the handicapped, this project strives to improve linkages between CETA administrators and these agencies.

PRIVATE AGENCIES AND THEIR OPERATIONS

History

In Virginia, a number of private agencies have developed in the last 20 years for the sole purpose of meeting the vocational needs of handicapped persons. When the first of these organizations began their operations, vocational rehabilitation services for the handicapped were quite limited. Certain groups, such as the mentally retarded and the emotionally disabled, were often housed in large institutions and thought of as "unemployable" by society.

The first attempts at recognizing the vocational potential of mentally retarded persons often came from local Associations of Retarded Citizens. These groups, composed of parents and friends of retarded persons, organized sheltered workshops and activity centers in many communities to provide alternatives to institutionalized or unproductive adult lives.

In the late 1960's, more government money became available to fund vocational rehabilitation efforts, and more handicapped groups became eligible for services. In Virginia, the Department of Vocational Rehabilitation (as it was then named) administered these funds and encouraged more communities to establish sheltered workshops. However, the identified eligible handicapped persons still outstripped available funds.

Beginning in 1973, Virginia's Department of Mental Health and Mental Retardation (DMH&MR), consistent with a national trend towards deinstitutionalization of the mentally retarded and the mentally ill, began to establish mental health centers and mental retardation agencies in local communities. Where vocational services for these handicapped groups did not already exist, DMH&MR established its own activity centers and sheltered workshops.

The latest advances in the vocational and educational rights of the handicapped have been legislative. With the passage of Public Law 94-142, school systems have developed special education programs, often with a vocational emphasis. Sections 503 and 504 of the Rehabilitation Act of 1973 require many federal agencies and contractors to establish affirmative action plans for training and hiring handicapped persons. Consequently, the responsibility for training and employing handicapped persons now rests with every agency covered by this legislation.

Currently, many different kinds of public and private agencies provide vocational service for Virginia's handicapped citizens. This chapter will briefly describe each type of agency and how each contributes to the common goal of employment for the handicapped.

Types of Private Organizations

Developmental/Activity Centers - Activity centers originated to provide day care services for severely handicapped adults. Typically, these centers would organize social and recreational activities for their clients and, by doing so, also provide respite care for the parents of their clients.

In the last ten years, a number of research projects have shown that even severely retarded persons have vocational potential and can be taught independent living skills - if the persons teaching those skills are properly trained. With the advent of such research, many activity centers have changed the emphasis of their programs to a developmental focus. These developmental centers now teach their clients many of the skills needed to function in the community - proper social behaviors, self-care skills, recognition of certain words, and introduction to a work environment.

In some communities, developmental centers prepare their clients for further vocational development in sheltered workshops. In other communities, especially those where no sheltered workshops exist, the developmental centers provide work adjustment and vocational development in their own programs. Some are even placing their clients in competitive employment after they complete the program.

Over half of Virginia's developmental centers are local, public agencies operated and funded by Community Services Boards and the Department of Mental Health and Mental Retardation. The remainder are private, non-profit organizations. Traditional funding sources for all of these organizations include DMH&MR, United Way, Title XX and private fees.

Sheltered Workshops - Since their inception in the 1950's, sheltered workshops have undergone dramatic changes in the number and variety of services offered to their clients. Originally, workshops served only those clients referred by the Department of Rehabilitative Services (then known as the Department of Vocational Rehabilitation). These early workshops provided only vocational evaluation and work adjustment services for clients who moved on to competitive employment after learning the necessary work habits and behaviors in their sheltered work environment.

Through the years, several factors have combined to change workshops' emphasis. First, clients who did not succeed in moving into competitive employment still needed services after the Department of Rehabilitative Services (DRS) funding expired. Second, as communities began to realize that mentally retarded and emotionally handicapped persons could work, more employment opportunities became available for the less severely handicapped through schools and local employers. Finally, persons returning to their home communities from institutions required vocational services as part of the skills needed to lead independent lives. Because of these factors, sheltered workshops now serve more severely handicapped clients who require more and longer services than in past years.

Virginia workshops still usually offer work adjustment and some type of client evaluation or assessment. In addition, most workshops also provide sheltered employment services for persons who cannot get or hold jobs in the competitive labor market. Some of these facilities provide a variety of other services, including occupational*skill training, independent living skills instruction, classroom instruction, job placement, and transportation.

Although referrals once came exclusively from DRS, most workshops now accept referrals from a wide variety of sources, including DMH&MR, local school systems, the Virginia Employment Commission, the Department of Welfare, developmental centers, and interested citizens. Staff members of the facilities then seek the most appropriate funding source to pay for the needed services. (See Table 1 for a listing of funding sources used for various types of services.) Although many workshops restrict their services to handicapped persons, a few facilities accept other disadvantaged persons in their training programs.

All private workshops must be certified by the U. S. Department of Labor in order to pay sub-minimum wages to clients enrolled in their programs. In addition, their rehabilitation programs must comply with the standards established by DRS or the Commission on Accreditation of Rehabilitation Facilities (CARF), a national accrediting organization.

TABLE 1

Typical Funding Sources for Sheltered Workshop Services

	DRS	DMH&MR	TITLE XX	CETA	SCHOOLS	PRIVATE FEES
VOCATIONAL EVALUATION	•	•	•	•	•	•
WORK ADJUSTMENT	•			•	•	•
EXTENDED WORK ADJUSTMENT		•	•			•
SHELTERED EMPLOYMENT		•	•			•
SKILL TRAINING	•			•		•
JOB PLACEMENT				•		•

Mental Health Centers - Most mental health centers in Virginia are funded and operated jointly by local Community Services Boards and DMH&MR. However, a few are private, either non-profit or profit-making. Designed as an alternative to mental institutions, mental health centers offer a variety of community services. Individual and group therapy, day activity programs, prescription and regulation of anti-psychotic drugs, and housing programs are typical kinds of activities.

Recently, a few mental health centers have started offering vocational services where none previously existed. The transitional employment program (T.E.P.) seems to work well with the emotionally disabled. In this program, clients are placed in community work sites on a part-time basis and receive supportive services from the mental health center. As the handicapped individuals become comfortable with the new employment setting, time on the job is increased and time at the mental health center decreased. Supportive counseling remains available even after clients are employed.

Referrals to mental health centers come from a wide variety of community sources, especially private physicians, hospitals, and other social service agencies. Mental institutions also refer significant numbers of people to these centers.

DMH&MR and private fees fund most mental health services. Housing, construction and rent subsidy monies come from HUD; DRS and CETA usually purchase vocational services.

Proprietary Schools - These private schools, whose curricula are approved by the Department of Education, fall into several categories - business, correspondence, trade, technical, and handicapped. For the purposes of this publication, only the handicapped schools are included in the definition. Proprietary schools, which are either profit or non-profit organizations, may teach handicapped children aged 6-21.

Besides offering basic educational services supplied by public schools, many proprietary schools furnish pre-vocational and vocational instruction to handicapped teenagers. Often, mentally retarded and emotionally handicapped students succeed more readily in these programs than in traditional classrooms. Services may range from the establishment of a small sheltered workshop on the school grounds to a vocational exploration program of films and tours to actual work experience in community work sites. When students become 16 years old, schools often obtain special work permits to enable these students to work in the community.

Proprietary schools receive referrals and payment for services primarily from families and public school systems.

Trade or Business Schools - These schools offer classroom instruction (and sometimes work experience) in particular occupational areas. Often, students meet certain entrance criteria (e.g., a high school diploma) before being accepted into the program. While most of these private agencies are organized for profit, a few have attained non-profit status.

Trade schools typically charge a tuition for instruction and accept referrals from anyone who meets the entrance criteria and can pay the tuition. Because many of these schools are approved vendors for DRS, Title XX, and CETA, these agencies' clients are accepted as individual referrals.

Services Available From Private Agencies*

The CETA regulations authorize a wide variety of employment and training activities. Since many of Virginia's agencies for the handicapped originally provided services for DRS, these agencies usually define their services in rehabilitation terms. However, several of these services are identical to services authorized by CETA. Table 2 compares rehabilitation and CETA terminology for these activities. Those services which require further explanation are discussed below.

TABLE 2

A Comparison of Rehabilitation and CETA Terminology

<u>REHABILITATION TERMINOLOGY</u>	<u>CETA TERMINOLOGY</u>
Job placement	Job development, job referral and placement
Job readiness training or Job seeking skills instruction	Job search assistance
Outreach, intake	Recruitment, outreach, intake
Skill training	Classroom training, OJT
Vocational evaluation	Employability assessment
Work adjustment	Orientation to the world of work, counseling; also work experience (optional)

*Rehabilitation terminology suffers from a lack of standardized definitions. The reader should be aware that service definitions differ slightly with each agency providing those services.

Pre-vocational Training - This program introduces the severely handicapped client to the meaning of work in society and teaches the client some very basic social and employment behaviors needed to participate in a more vocationally-oriented program. Examples of skills taught to the client include such diverse ones as proper eating habits and color, size, and shape discrimination in simple assembly tasks. Most pre-vocational programming occurs in developmental centers.

Work Adjustment - This service utilizes many techniques in preparing clients for employment. Often, agencies contract with local employers for work so that clients may learn about work pressures and demands in a sheltered setting. Professional staff use these work environments to teach clients the different physical and social demands required of workers. Classroom instruction in job-related topics supplements the skills learned while working. Professional counseling and placement staff assist clients in choosing areas of vocational interest and changing inappropriate behaviors or unrealistic employment goals.

While work adjustment services are usually provided in sheltered workshops, some rehabilitation facilities are now developing work adjustment programs within regular industry. In these programs, the agency uses a real work environment and its own staff to provide the needed services.

NEGOTIATING WITH PRIVATE AGENCIES

Private agencies can greatly assist prime sponsors as they strive to expand CETA services to handicapped persons. Because these agencies work with a wide variety of handicapped persons on a regular basis, their staff members can usually identify the unmet vocational needs of the handicapped and suggest ways that CETA can help to meet these needs.

Prime sponsors may wish to contract with these private agencies to provide services for handicapped CETA participants. If so, the following information should help CETA prime sponsors understand the nature of such organizations.

1. Private agencies usually receive funding from a number of different government sources. Consequently, one state agency often expects another state agency to pay for services for those clients who qualify under more than one program. As a result, clients sometimes wait for services while the state agencies decide who should fund clients' programs.

To alleviate such problems, private agencies try to differentiate between types of services paid for by each state agency. CETA's eligibility requirements often parallel those of the Department of Rehabilitative Services. Thus, agencies may ask CETA and DRS to fund the same services. Since DRS seldom has enough money to serve all eligible handicapped persons, private agencies look for other ways of funding services for these persons.

2. The types and sizes of private agencies for the handicapped vary greatly throughout Virginia. In discussing possible contracts with these agencies, CETA prime sponsors may discover that some of them are not sophisticated enough to administer a CETA contract. However, many private agencies, particularly sheltered workshops, have histories of cooperating with similar organizations; thus, coalitions may be feasible.

Agencies without the needed capabilities to administer a CETA contract may be able to help CETA clients in other ways - e.g., work sites or individual referrals.

3. In assessing how to meet the needs of handicapped clients, CETA prime sponsors must decide if specialized programs or "mainstreamed" programs are most appropriate. Even agencies which only serve handicapped persons support the concept of "mainstreaming". However, the severely handicapped may not receive services or may be terminated prematurely from CETA programs if this is the only approach used. Specialized programs for the handicapped employ staff persons trained in preparing the handicapped for employment.

When analyzing specialized programs, prime sponsors can help each agency by candidly discussing success criteria to be used in measuring performance. Many private agencies fail to realize that prime sponsors

do not require high placement rates from all CETA programs. This becomes extremely important for those agencies working with emotionally handicapped persons and other high risk groups. For such persons, placement rates of 20-25% are usually considered excellent.

The techniques used to train handicapped persons for employment are constantly changing. With each new successful piece of research, more handicapped persons become able to enter the labor market. Although these programs may require more intensive training at a somewhat higher cost, they often are the only way severely handicapped persons can achieve competitive employment.

4. Multi-funded private agencies must operate complex bookkeeping systems to account for their many funding sources. To assure that each funding agency pays an appropriate portion of the training costs, most private, non-profit agencies allocate costs among their different services, estimate the number of persons to be served in each category, and determine fees for each services. Once these fees are approved by the funding agencies, the private organization bills the appropriate agency for services provided to its clients.

When negotiating with CETA prime sponsors, private organizations usually prefer to charge a negotiated tuition fee for services provided to each client, since such a system provides the clearest audit trail. With some assistance from prime sponsor staff, these agencies should be able to sub-divide their fees into the appropriate CETA cost categories for reporting purposes.

VIRGINIA AGENCIES FOR THE HANDICAPPED

To assist CETA prime sponsors in locating private training agencies for the handicapped, a list of these agencies and their services will be provided in this section. The most recent fee information is also included.

The Virginia Association of Rehabilitation Facilities sent surveys to approved vendors of the Department of Rehabilitative Services, Department of Mental Health and Mental Retardation, Department of Welfare, and Department of Education (proprietary schools) to solicit information for this section. Of the 311 organizations contacted, 173 completed the surveys.

This chapter includes those agencies which provide vocational services for handicapped persons over 14 years old. Complete service information is provided for organizations whose handicapped clients comprise more than 15% of their total clients served. Names and addresses of organizations who occasionally serve handicapped persons (less than 15% of clients served) are also included.

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
I. ALEXANDRIA ECONOMIC OPPORTUNITIES COMMISSION (Private Non-Profit and Public)					
Alexandria Workshop 810 N. Henry St. Alexandria 22314 703/836-3402	Paul J. Wexler	Alexandria	Sheltered Workshop Private, Non-Profit	MR 18 and over	PVT-\$10.82/day; WA-\$12.49/day; VOC; JST; JP; Sheltered Employment-\$6.70/d.
Davis Memorial Goodwill Indus. 1806 Duke Street Alexandria 22314 703/544-1404	Mary Ernst	Northern Virginia and Washington, D.C.	Sheltered Workshop Private, Non-Profit	ED MR LD PD 20-40	VEA/3 weeks; WA-\$264/22days; VOC; JST; JP; CI-Printing; OJT - Cashiering, uphol- tery-\$65/week
Different Drum, Inc. 7150 Telegraph Rd. Alexandria 22310 703/971-0778	Michael D. Kenney	Northern Virginia	Proprietary School Private, Non-Profit	ED LD 14-18	PVT, VOC, JST, and GED for \$40.83/day; CI-Credit
Glaydin School Rt. 4, Box 143 Leesburg 22075 703/777-3505	Richard Bearman	Northern Virginia and Washington, D.C.	Proprietary School Private, Non-Profit	ED Other - Delinquents 13-18	VOC; JST; CI-High school degree grant- ing apprenticeships; Other-crafts Tuition-\$15,000/yr.
Jefferson Academy 384 N. Washington St. Falls Church 22046 703/534-0526	Donna Hutton-Tonkin	Northern Virginia	Proprietary School Private, Non-Profit	MR 13-19	PVT; JP; CI-Pre- vocational, acad- mics Tuition-\$1750/10 months
Mental Health Assoc. of No. Virginia 3260 Wilson Blvd. Arlington 22201 703/524-3352	Patt L. McGrath	Northern Virginia	Work Adjustment Training Center Private, Non-Profit	ED 17 and over	VEA-\$15/day; WA; JST; JP

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
National Business School, Inc. 3108 Mt. Vernon Ave. Alexandria 22305 703/683-6554	D. Gary Smucker	Northern Virginia and Washington, D.C.	Proprietary School; Trade or Business School Private, Non-Profit	ED LD 18 and over	VEA; PVT; JST; WA; VOC; GED; CI-voca- tional training/bus Fee-\$300/month
School for Contem- porary Education 7201 Wimsatt Road Springfield 22151 703/941-8810	Sally Sibley	Northern Virginia, Washington, D.C., and Maryland suburbs	Sheltered Workshop Private, Non-Profit	MR ED 5-21	VEA; VOC; PVT; JST; WA; JP
Private, For Profit					
Control Data Insti- tute 3317 Columbia Pike Arlington 703/979-3417	Melvin P. Goode	Northern Virginia and Washington, D.C.	Proprietary School Private, For Profit	ED PD Adult	JST; OST-computer programing & oper- ation-\$3750/year, computer technology -\$3975/year; CI
Leary School, Inc. 2901 Meadow View Rd. Falls Church 22042 703/573-5400	Albert D. Leary, Jr.	Northern Virginia, Washington, D.C., and Maryland suburbs	Proprietary School Private, For Profit	ED LD 6-18	PVT; JST; OST-auto repair, woodworking; CI \$7548/year
Service: Classroom Instruction - CI GED Placement - GED Job Placement - JP Job restructuring - JR Job-seeking skills training - JST Occupational skill training - OST CODE Pre-vocational training - PVT Vocational evaluation/assessment - VEA Vocational/occupational counseling - VOC Work Adjustment - WA Other - Other Handicapped Groups: Emotionally Disabled - ED Learning Disabled - LD Mentally Retarded - MR Physically Disabled - PD Other - Other					

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
2. ARLINGTON COUNTY MANPOWER ADMINISTRATION (Private, Non-Profit and Public)					
Davis Memorial Goodwill Indus. See Alexandria, page 11					
Different Drum, Inc. See Alexandria, page 11					
Gladyin School See Alexandria, page 11					
Jefferson Academy See Alexandria, page 11					
Mental Health Association of Northern Virginia See Alexandria, page 11					
Mental Health Ser- vices/Day Treat- ment Center 1725 N. George Mason Drive Arlington 703/558-2815	Tom Geib-Mental Health Clare Schwartz- Day Treatment	Arlington	Mental Health Center Day Treatment Facility Public, Local	ED 16 and over	PVT JST
National Business School, Inc. See Alexandria, page 12					

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
School for Contemporary Education See Alexandria, page 12					
The Social Center 7401 Leesburg Pike Falls Church 22043 703/573-0448	Vera Mellen	Arlington, Fairfax County, Falls Church	Work Activities Center Private, Non-Profit	ED Other-psychosocial disorders 16 and over	PVT, WA, VOC, and JP for \$19/day; JST; GED
Private, For Profit					
Control Data Institute See Alexandria, page 12					
Leary School, Inc. See Alexandria, page					
3. HANOVER-HENRICO-CHESTERFIELD CONSORTIUM (Private, Non-Profit and Public)					
Chesterfield Co. Adult Trng. Ctr. 11924 Center Street Chester 23821 804/748-5073	Stephen Winner	Chesterfield County	Developmental/activ- ity center Public, local	MR 18 and over	VEA; PVT; Other - behavior modifi- cation
Service:			CODE		Handicapped Groups:
Classroom Instruction - CI			Pre-vocational training - PVT		Emotionally Disabled - ED
GED Placement - GED			Vocational evaluation/assessment - VEA		Learning Disabled - LD
Job Placement - JP			Vocational/occupational counseling - VOC		Mentally Retarded - MR
Job restructuring - JR			Work Adjustment - WA		Physically Disabled - PD
Job-seeking skills training - JST			Other - Other		Other - Other
Occupational skill training - OST					

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
Chesterfield County Occupational Ctr. 7523 Whitepine Rd. Richmond 804/271-9451	Lee Price	Chesterfield County	Sheltered Workshop Public, Local	MR 16-65	WA-\$15.65/day Other-Sheltered Employment/\$8.90/day
Chesterfield Mental Health Center P. O. Box 147 Chesterfield 23832 804/748-1227	Morton Horwitz	Chesterfield County	Mental Health Center Public, Local	ED 3 and over	PVT, VOC for \$6.11/ hour
Civitan Workshop 1207 N. Boulevard Richmond 23230 804/359-9268	Dave Smith	Henrico County, Richmond	Sheltered Workshop Private, Non-Profit	MR ED PD Adult	VEA-\$11.62/day; WA-\$12.00/day; OST-industrial sewing
Henrico Adult Developmental Cen- ter/Mental Retar- dation Svcs. 5114 Glen Alden Dr. Richmond 804/222-4855	Paul Atkinson	Henrico, Charles City, New Kent Counties	Services/Activity Center Public, Local	MR PD Other-Autism, Epi- lepsy 21 and over	PVT, WA, JST, and JP for \$16.16/day
Henrico Mental Health Center 8740 Landmark Road Richmond 23228 804/266-4991	James W. Stewart	Henrico, Charles City, New Kent Counties	Mental Health Center Public, Local	ED All ages	Not Available
Hanover Co. Commu- nity Mental Health Mental Retardation Services Rt. 4, Box 62 Ashland 23005 804/798-4972	Tom Wieber	Hanover County	Development/Activity Center Public, Local	MR PD Other-developmentally disabled	PVT-\$16.50/day; CI-communications, daily living skills, academic areas

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
Richmond Area Assoc. for Retard- ed Citizens 3810 Moss Side Ave. Richmond 23222 804/321-7774	Marshall Butler	Richmond metro- politan area	Sheltered Workshop Developmental/Acti- vity Center Private, Non-Profit	MR PD Up to adult	PVT-\$30/mo.; WA- \$12/day; VOC-\$11.62/ day; JST; JR; JR
Richmond Goodwill Industries, Inc. 7 S. 14th Street Richmond 23219 804/643-6734	Cecil McFarland	Central Virginia	Sheltered Workshop Private, Non-Profit	MR PD 12-65	WA-\$18.74/day
Private, For Profit					
Tutoring Consul- tants, Inc. 1208 Old Nelson Hill Richmond 23229 804/282-0237	David Martin Marion Chenault	Richmond and surrounding counties	Educational tutoring/ Rehabilitation/Con- sultation/Testing and Evaluation Private, For-Profit	MR ED PD LD Other-Speech Therapy Disabili- ties	PVT, GED, OST, and CI for \$15/hr and \$35 consultation fee; Other-Speech Therapy-\$35/hr and fee

Service:

Classroom Instruction - CI
GED Placement - GED
Job Placement - JP
Job restructuring - JR
Job-seeking skills training - JST
Occupational skill training - OST

CODE

Pre-vocational training - PVT
Vocational evaluation/assessment - VEA
Vocational/occupational counseling - VOC
Work Adjustment - WA
Other - Other

Handicapped Groups:

Emotionally Disabled - ED
Learning Disabled - LD
Mentally Retarded - MR
Physically Disabled - PD
Other - Other

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
4. NORTHERN VIRGINIA MANPOWER CONSORTIUM (Private, Non-Profit, and Public)					
Central Fairfax Services, Inc. 8922 Little River Turnpike Fairfax 22031 703/978-3400	Marea B. Alexandria	Fairfax City, Fairfax and Falls Church	Developmental/ Activity Center Private, Non-Profit	MR 21 and over	PVT-\$32.73/day; WA-\$21.59/day
Davis Memorial Goodwill Indus. See Alexandria, page 11					
Different Drum, Inc. See Alexandria, page 11					
Every Citizen Has An Opportunity (ECHO), Inc. P. O. Box 880 Purcellville 22132 703/338-7147	Virginia Rumfelt	Loudon County	Sheltered Workshop Private, Non-Profit	MR ED PD 18 and over	VEA and WA-\$14.60/ day; WA; JST; JP; CI-survival skills
Fairfax Opportuni- ties, Unltd. 3987 University Dr. Fairfax 22030 703/273-7777	Jeffrey Merlin	Fairfax, Falls Church	Sheltered Workshop Private, Non-Profit	MR ED PD 16 and over	WA-\$17.63/day; VOC; JST; JP; OST-custo- dial-\$6.40/day

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
Gladyin School See Alexandria, page 11					
Jefferson Academy See Alexandria, page 11					
Mental Health Association of Northern Virginia See Alexandria, page 11					
Mt. Vernon Center for Community Mental Health 8119 Holland Road Alexandria 22306 703/360-6910	Shirley Costello	Fairfax County	Mental Health Center Public, Local	MR ED PD LD All ages	VOC; JST; JR; JP; OST-Service con- tracts, TEP
National Business School, Inc. See Alexandria, page 12					
School for Contem- porary Education See Alexandria, page 12					
The Social Center, Inc. See Arlington, page 14					
Service: Classroom Instruction - CI GED Placement - GED Job Placement - JP Job restructuring - JR Job-seeking skills training - JST Occupational skill training - OST CODE Pre-vocational training - PVT Vocational evaluation/assessment - VEA Vocational/occupational counseling - VOC Work Adjustment - WA Other - Other Handicapped Groups: Emotionally Disabled - ED Learning Disabled - LD Mentally Retarded - MR Physically Disabled - PD Other - Other					

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
Woodburn Mental Health Center 3340 Woodburn Rd. Annandale 22003 703/573-0523	Allan Conway	Fairfax County	Mental Health Center	ED	VOC; JST; JP
Private, For Profit					
Control Data Institute See Alexandria, page 12					
Leary School, Inc. See Alexandria, page 12					
5. PENINSULA OFFICE OF MANPOWER PROGRAMS (Private, Non-Profit and Public)					
Opportunity House, Fiverside Hospital Mental Health Clinic 92 32nd Street Newport News 23607 804/247-5136	Rita Clinton	Hampton and Newport News	Mental Health Ctr. Transitional Living Center Private, Non-Profit	MR ED 18-64	PVT; VOC; JST; JP

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
Sarah Bonwell Hud- gins Regional Ctr. 51 Battle Rd. Hampton 23666 804/826-6461	Roger Warner	Hampton, Newport News, Poquoson, Williamsburg, James City, and York Counties	Sheltered Workshop/ Activity Center/ Proprietary School Private, Non-Profit	MR 16-60	VEA, WA, VOC, JST, JP for \$10.26/day; Other-Janitorial, Food Services
6. PRINCE WILLIAM COUNTY MANPOWER PROGRAMS (Private, Non-Profit, and Public)					
Challenge, Inc., of Pr. William Co. 300A Possum Pt. Rd. Dumfries 22026 703/221-2571	Joe Duquette	Prince William County	Sheltered Workshop Private, Non-Profit	MR ED LD 18 and over	VEA; WA
Didlake Occupatio- al Center P. O. Box 161 Manassas 22110 703/361-1195	Rex Parr, Jr.	Prince William County, Manassas, Manassas Park	Sheltered Workshop Private, Non-Profit	MR ED PD 21-57	PVT-\$16.50/day; WA, VOC, JST, JP, CI-Life Skills for \$15.85/day
7. RICHMOND AREA MANPOWER PLANNING SYSTEM (RAMPS) (Private, Non-Profit and Public)					
Adult Services Center 4209 North Avenue Richmond 23222 804/321-3835	Jane Rhyme	Richmond	Developmental/ Activity Center Private, Non-Profit	MR 21 and over	PVT
Civitan Workshop See Henrico, page 15					

Service:

Classroom Instruction - CI
GED Placement - GED
Job Placement - JP
Job restructuring - JR
Job-seeking skills training - JST
Occupational skill training - OST

CODE

Pre-vocational training - PVT
Vocational evaluation/assessment - VEA
Vocational/occupational counseling - VOC
Work Adjustment - WA
Other - Other

Handicapped Groups:

Emotionally Disabled - ED
Learning Disabled - LD
Mentally Retarded - MR
Physically Disabled - PD
Other - Other

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
Henrico Adult Dev- elopmental Ctr. See Henrico, page 15					
Henrico Adult Svcs Center See Henrico, page 15					
Henrico Mental Health Center See Henrico, page 15					
Memorial Guidance Clinic 2319 E. Broad St. Richmond 23223 804/648-1605	Betty Reames	Richmond	Mental Health Ctr. Private, Non-Profit	ED Up to 18	Not Available
Richmond Area Assoc. for Retar- ded Citizens See Henrico, page 16					
Richmond Goodwill Industries, Inc. See Henrico, page 16					

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
Private, For Profit					
Tutoring Consultants, Inc. See Henrico, page 16					
8. ROANOKE CONSORTIUM FOR MANPOWER SERVICES (Private, Non-Profit and Public)					
Center for Human Development 4215 Melrose Ave., NW Roanoke 703/366-2477	Robert Spencer, Jr.	Roanoke, Salem, Roanoke County	Sheltered Workshop Developmental/Activ- ity Center Private, Non-Profit	MR ED PD LD 21-65	PVT-\$29/day; WA- \$17/day; VOC; JST; JP
Goodwill Industries of Greater Va., Inc. 3125 Salem Turnpike, NW Roanoke 24017 703/345-8141	H.M. McDaniel	Southwestern Virginia	Sheltered Workshop Private, Non-Profit	MR ED PD 16 and over	WA-\$15/day; VOC; OST
Tinker Mountain Workshop, Inc. P. O. Box 458 Troutville 24175 703/992-3614	John Wade	Roanoke, Salem, Craig, Botetourt, Roanoke Counties	Sheltered Workshop Public, Local	MR ED PD 17-70	WA-\$11.18/day; JST; JP

Service:

Classroom Instruction - CI
GED Placement - GED
Job Placement - JP
Job restructuring - JR
Job-seeking skills training - JST
Occupational skill training - OST

CODE

Pre-vocational training - PVT
Vocational evaluation/assessment - VEA
Vocational/occupational counseling - VOC
Work Adjustment - WA
Other - Other

Handicapped Groups:

Emotionally Disabled - ED
Learning Disabled - LD
Mentally Retarded - MR
Physically Disabled - PD
Other - Other

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
Private, For Profit					
American Beauty School 3024 Trinkle Ave., NW Roanoke 24012 703/362-9338	Illa Rothrock	Roanoke, Salem, Craig, Botetourt, Roanoke Counties	Cosmetology Training School Private, For-Profit	Any handicapped persons 16-50	OST-Cosmetology Training-\$810.44/ session
Hollywood School of Beauty 1108 Brandon Ave., Roanoke 24015 703/343-0153	SW See American	Beauty School, above			
9. SOUTHEASTERN (Private, Non-Profit and Public)	TIDEWATER AREA MANPOWER AUTHORITY (STAMA)				
Goodwill Industries of Tidewater, Inc. 431 E. Brambleton Avenue Norfolk 23510 804/627-7733	L. G. Yerkes	Southeastern Virginia	Sheltered Workshop Private, Non-Profit	MR ED PD 16-65	WA-\$11.50/day
Hope House Founda- tion Suite 820 234 Monticello Ave. Norfolk 804/625-6161	Judy McReynolds	Norfolk, Chesapeake, Portsmouth	Developmental/ Activity Center Private, Non-Profit	MR 21-72	VEA, PVT, and WA for \$14.25/day; Other-Home living, Self-help Skills

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
Idlewood Adult Activity Ctr. P. O. Box 1111 1331 Carolina Rd. Suffolk 23434 804/934-0508	Linda S. Allen	Suffolk & Franklin Isle of Wight, Southampton Counties	Developmental/ Activity Center Private, Non-Profit	MR ED LD 18 and over	VEA; PVT; WA; CI- Academics, Home Living
James Barry-Robin- son Institute 443 Kempsville Rd. Norfolk 23502 804/461-1107	Sister Anne Marie Mullen	Southeastern Virginia	Proprietary School Private, Non-Profit	ED LD 12-18	PVT; VOC; JST; CI- Career Awareness; Other-Social Skills Training
Portsmouth Pre-Voca- tional Training Center 840 Fifth St. Portsmouth 23704 804/393-8321	Frances L. Miller	Portsmouth	Developmental/ Activity Center Public, Local	MR	PVT; WA
Tidewater Vocational Center, Inc. 780 W. 20th St. Norfolk 23517 804/489-9254	Alexander H. Kyrus	Norfolk	Sheltered Workshop Private, Non-Profit	MR ED PD 17 and over	Not Available
Va. Beach Adult Activity Center 2809 Va. Beach Blvd Virginia Beach 804/486-6251	Jill White	Virginia Beach	Developmental/ Activity Center Public, Local	MR 21-55	PVT; JST; JP; CI- Academic; Other- Community Training
Volunteers of America, Inc. 999 Atlantis Dr. Va. Beach 23451 804/428-3202	Fred Hodges	Tidewater Virginia	Group Home Private, Non-Profit	MR ED 18 and over	VOC; JST

Service:

Classroom Instruction - CI
GED Placement - GED
Job Placement - JP
Job restructuring - JR
Job-seeking skills training - JST
Occupational skill training - OST

CODE

Pre-vocational training - PVT
Vocational evaluation/assessment - VEA
Vocational/occupational counseling - VOC
Work Adjustment - WA
Other - Other

Handicapped Groups:

Emotionally Disabled - ED
Learning Disabled - LD
Mentally Retarded - MR
Physically Disabled - PD
Other - Other

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
Private, For Profit					
Deen's Beauty School 4719 Portsmouth Blvd. Portsmouth 23701 804/488-6609	Marjorie D. Haire	Tidewater Virginia	Trade or Business School Private, For-Profit	ED 17-60	VEA-\$810/student; WA; VOC; JST; JR; JP; OST-Cosmetology
Tidewater Tutoring Service Leonard Bldg. 5127 Va. Beach Blvd Norfolk 23502 804/844-8952	Mrs. Garfin	Tidewater Virginia and North Carolina	Proprietary School Private, For-Profit	MR ED PD LD All ages	JST and GED-\$9/hr; Other-Educational Assessment
10. BALANCE OF STATE A. ABINGDON ROC (Private, Non-Profit, and Public)					
Appalachian Mtns. Adult Activity Center P. O. Box 71 Dryden 703/546-4684	Rosalie Borman	Norton City Lee, Scott and Wise Counties	Sheltered Workshop Developmental/Activi- ty Center Day Care Facility Public, Local	MR ED PD 18 and over	WA-\$16/day Other-Developmental Day Care-\$17.70/ day
Bristol Sheltered Workshop P. O. Box 55A Bristol 24201 615/968-3929	Welthy H. Soni	Bristol City Washington County	Sheltered Workshop Developmental/ Activity Center Private, Non-Profit	MR ED PD 17 and over	VEA-\$36/day; PVT; WA-\$18/day; VOC; JST; JP; OST

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
Clinch Valley Sheltered Workshop P. O. Box 7 Cedar Bluff 24069 703/964-5187	John L. Macdonald	Buchanan, Tazewell and Russell Counties	Sheltered Workshop Public, Local	MR PD 18-40	VEA; PVT; WA; JP
Goodwill Industries of Tennesse, Inc. P. O. Box 6 Gate City 24251 703/386-7121	Anita Steiner	Norton Lee, Wise and Scott Counties	Sheltered Workshop Private, Non-Profit	MR ED PD Other-Advanced Age 18-65	VEA-\$30/day; WA-\$11.51/day; JST; JP
Mt. Rogers Adult Activity Center 310 W. Grayson Galax 24333 703/236-2411	Ronald Dozier	Galax City Carroll and Gray- son Counties	Developmental/ Activity Center Public, Local	MR PD 21 and over	PVT; WA; CI
B. FARMVILLE BOC (Private, Non-Profit and Public)					
Adult Activity Svcs. 412 Ingleside Ave. Emporia 23847 804/634-3900	Betty Burris	Emporia City Sussex, Surrey and Greensville Counties	Sheltered Workshop Developmental/ Activity Center Private, Non-Profit	MR ED LD PD 16 and over	PVT; WA-\$15.75/day; JST: Other-Social and Personal Adjust- ment Training- \$15.75/day
Developmental Ctr. P. O. Box 2085 Petersburg 23803 804/732-0685	Jan Griffin	Not Available	Developmental/ Activity Center Private, Non-Profit	MR 16 and over	Other-Personal Adjustment Training
Southside Community MR Svcs. P. O. Box 8 Boydton 23917 804/738-6189	Charlotte Yow	South Boston City Brunswick, Halifax and Mecklenburg Counties	Developmental/ Activity Center Public, Local	MR Other-DD clients with secondary handicaps 21 and over	VEA; PVT; WA; OST- garment factory, cutting, sewing; CI; Other-Sub-con- tracts

Service:

Classroom Instruction - CI
GED Placement - GED
Job Placement - JP
Job restructuring - JR
Job-seeking skills training - JST
Occupational skill training - OST

CODE

Pre-vocational training - PVT
Vocational evaluation/assessment - VEA
Vocational/occupational counseling - VOC
Work Adjustment - WA
Other - Other

Handicapped Groups:

Emotionally Disabled - ED
Learning Disabled - LD
Mentally Retarded - MR
Physically Disabled - PD
Other - Other

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
C. HARRISONBURG ROC (Private, Non-Profit, and Local)					
Community Resi- dences, Inc. Professional Bldg. #203 Staunton 24401 703/885-5809	Donald D. Driver	Staunton and Waynesboro Cities Augusta County	Other-Psychiatric half-way house, Adolescent Group Home, Satellite Apartments Private, Non-Profit	ED PD LD Other-Abused and Neglected	VOC-\$450/month; CI-Personal Adjustment
F.O.R.E., Inc. P. O. Box 528 Remington 22734 703/439-3505	Robert E. Huntley	Culpeper, Fau- quier, Madison, Orange and Rappahannock Cos.	Sheltered Workshop Private, Non-Profit	MR ED PD 16 and over	VEA; PVT; WA; JST; JP
Friendship Indus. 380 Waterman Drive Harrisonburg 22801 703/434-9586	David L. Flick	Harrisonburg City Rockingham County	Sheltered Workshop Private, Non-Profit	MR ED PD LD 16 and over	VEA; VOC; PVT; JST; WA; JP; CI-Survival skills, Academics
Shen-Paco Indus. Rt.1, Box 130 New Market 22844 703/740-3179	Charles A. Hill	Shenandoah and Page Cos.	Sheltered Workshop Private, Non-Profit	MR ED PD 21 and over	WA-\$12.75/day; Other-Sheltered Employment-\$6.50/ day
Workshop V, Inc. 604 Henry Ave. Charlottesville 22901 804/295-0147	Ronald H. Enders	Charlottesville City; Albemarle, Fluvanna, Greene, Louisa and Nelson Counties	Sheltered Workshop Private, Non-Profit	MR ED PD LD Other-Visually han- dicapped, Alcoholics	VEA-\$4/half day; WA-\$7/half day; VOC; JST; JP; CI- Adult Education

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
Private, For Profit					
Adventure Bound School P. O. Box 574 Charlottesville 22902 804/296-0785	G. W. Duncan		Proprietary School Private, For-Profit	ED LD 10-18	VEA, PVT, WA, JST, & GED for \$300-500/mo; CI-High School
D. ROANOKE ROC (Private, Non-Profit and Public)					
Center for Human Development See Roanoke, page 22					
Central Va. Mental Health Svcs. P. O. Box 2146 Lynchburg 24501 804/847-9091	Robert D. Gardner	Bedford & Lynchburg Cities Amherst, Bedford, Appomattox & Camp- bell Counties	Developmental/Activ- ity Center Mental Health Center Day Care Facility Public, Local	MR PD ED LD Other-Infant develop- mentally disabled All Ages	PVT; JST; GED; WA; OST-Beauty Shop, Janitorial; CI- Elementary
Developmental Ctr. of Franklin Co. 130 Church St. P. O. Box 157 Rocky Mount 24151 703/483-0296	Gene E. Herrick	Franklin County	Sheltered Workshop Developmental/ Activity Center Private, Non-Profit	MR PD Other-DD	WA-\$14.51/day; OST-Self-help, Edu- cational & voca- tional-\$7.90/day
Goodwill Industries of Danville Area, Inc. 304 N. Main St. Danville 24541 804/792-2511	Linda W. Lamona	Danville City, Pittsylvania Co.	Sheltered Workshop Private, Non-Profit	MR ED PD LD 17-60	WA-\$17/day; VOC; JST; OST-Office Work & Typing; CI-Adult Basic Education

Service:
Classroom Instruction - CI
GED Placement - GED
Job Placement - JP
Job restructuring - JR
Job-seeking skills training - JST
Occupational skill training - OST

CODE
Pre-vocational training - PVT
Vocational evaluation/assessment - VEA
Vocational/occupational counseling - VOC
Work Adjustment - WA
Other - Other

Handicapped Groups:
Emotionally Disabled - ED
Learning Disabled - LD
Mentally Retarded - MR
Physically Disabled - PD
Other - Other

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
Goodwill Industries of Greater Virginia, Inc. See Roanoke, page 22					
F.T.Hatcher Ctr. 625 Shelton St. Danville 24541 804/792-0110	Julia O. Miles	Danville City Pittsylvania County	Work Activities Center Private, Non-Profit	MR PD 16 and over	WA, VOC, JST, JP for \$10.22/day/ CI-Educational and Social; Other-Social Coun- seling
MARC Workshop, Inc. 1005 Jordan St. P. O. Box 3749 Martinsville 24112 703/632-1018	Hubert (Hugh) Poole	Martinsville City Henry County	Sheltered Workshop Private, Non-Profit	MR ED PD Other-CP 16-70	PVT; WA-\$14.75/day; JP; CI-High School/ EMR
New River Valley Workshop, Inc. Rt.1, Box 162 Radford 24141 703/639-9027	Melvin G. Richardson	Radford City Floyd, Giles, Montgomery, and Pulaski Cos.	Sheltered Workshop Developmental/ Activity Center Private, Non-Profit	MR ED PD LD 16 and over	WA-\$15/day; VOC; JST; JP; OST-Food Service-\$15/day
Sheltered Workshop of Altavista 521 Broad St. Altavista 804/369-6920	Bob Spencer	Campbell and Pittsylvania Cos.	Sheltered Workshop Private, Non-Profit	MR ED PD 15-60	WA, VOC, JST, JP for \$9.07/day; OST; CI

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
Sheltered Workshop of Bedford, Inc. 414 Jackson St. Bedford 24523 703/586-1430	Renee C. Fisher	Bedford City and County	Sheltered Workshop Private, Non-Profit	MR ED PD LD Up to 26	WA-\$10.51/day; OST-Woodworking, Sewing, Clerical- \$2.90/hr.; Other- Sheltered Employment- \$9.31/day
Tinker Mountain Workshop, Inc. See Roanoke, Page 22					
Private, For Profit					
American Beauty School See Roanoke, page 23					
Hollywood School of Beauty See Roanoke, page 23					
E. WARSAW ROC (Private, Non-Profit and Public)					
Eastern Shore Voca- tional & Rehabili- tation Center, Inc. P. O. Box 55 Belle Haven 23306 804/442-3434	James A. Stuart, Jr.	Accomack and Northampton Cos.	Sheltered Workshop Developmental/ Activities Ctr. Private, Non-Profit	MR ED PD	VEA, WA, Other-voca- tional & Sheltered employment for \$13.47/day; CI-ABE
L. B. Puller Voca- tional Center Drawer F Gloucester 23061 804/693-3114	Susan Dubuque	Essex, Gloucester, King & Queen, King William, Mathews and Middlesex Cos.	Sheltered Workshop Private, Non-Profit	MR ED PD 21 and over	WA-\$17.17/day; Other-Sheltered Employment-\$14.83/ day, Work Activity- \$1400/year
Service: Classroom Instruction - CI GED Placement - GED Job Placement - JP Job restructuring - JR Job-seeking skills training - JST Occupational skill training - OST CODE Pre-vocational training - PVT Vocational evaluation/assessment - VEA Vocational/occupational counseling - VOC Work Adjustment - WA Other - Other Handicapped Groups: Emotionally Disabled - ED Learning Disabled - LD Mentally Retarded - MR Physically Disabled - PD Other - Other					

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
Mid-Peninsula- Northern Neck Com- munity Svcs. Board P. O. Box 40 Saluda 23149 804/758-5975	Martha Stebbins	Essex, Gloucester, King & Queen, King William, Lan- caster, Mathews, Middlesex, North- umberland, Rich- mond & Westmore- land Counties	Sheltered Workshop Developmental/Acti- vity Center Mental Health Ctr. Public, Local	MR ED PD Other-Drug & Alco- hol Dependent 18 and over	PVT; VOC; JST; CI-Independent Living Skills
Northern Neck Workshop, Inc. P. O. Box 726 Montross 22520 804/493-9441	Robert Kingsbury	Lancaster, North- umberland, Rich- mond and West- moreland Cos.	Sheltered Workshop Private, Non-Profit	MR ED LD PD Up to 25	WA
Parent-Child Devel- opment Ctr., Inc. West Point 23181 804/843-2289	Carol Fox	Essex, Gloucester, King & Queen, King William, Mathews, Middlesex Cos.	Parent-child devel- opment center Public, Local	LD Other-High School Dropouts All ages	PVT-\$2.70/hr; GED; CI-Drivers Education, Home Nursing
Rappahannock Rehab. Facility, Inc. 2204 Airport Ave. Fredericksburg 703/371-3070		Fredericksburg City; Caroline, King George, Staf- ford and Spotsyl- vania Cos.	Sheltered Workshop Private, Non-Profit	MR LD PD 18 and over	WA-\$13/hr; JP

Agency Name, Address and Telephone	Agency Director	Geographical Area Served	Type and Method of Organization	Handicapped Groups and Ages Served	Services Provided and Fees
11. STATEWIDE (Private, Non-Profit and Public)					
Psychiatric Out- patient Clinic, Medical College of Virginia Box 253, MCV Sta. Richmond 23298 804/786-9452	James N. McClure, Jr	Statewide	Mental Health Center Public, State	MR ED 16 and over	
Virginia Home for Boys, Vocational Center 8716 W. Broad St. Box 29569 Richmond 23229 804/270-6566	Marlin E. Balsbaugh	Virginia and Maryland	Proprietary School Private, Non-Profit	ED LD 15-18	VOC, JST, JP, GED, OST-Building trades, printing for \$450/ month; CI-Academics
Private, For Profit					
Commonwealth Psy- chiatric Center 3001 Fifth Ave. Richmond 23222 804/329-4392	William M. Lordi	Statewide	Mental Health Ctr. Day Care Facility Private, For-Profit	ED LD 5-23	VEA, PVT, and VOC for \$33/week; GED; CI-Through high school
Motel Staff Trng. P. O. Box 15 Salem 24153 703/389-9895	Mel Fuller	Statewide	Trade or Business School Private, For-Profit	MR ED PD LD 18-62	VEA-\$100/week; JST; JP; QJT-Motel staff-\$175/week
Service:			CODE		Handicapped Groups:
Classroom Instruction - CI			Pre-vocational training - PVT		Emotionally Disabled - ED
GED Placement - GED			Vocational evaluation/assessment - VEA		Learning Disabled - LD
Job Placement - JP			Vocational/occupational counseling - VOC		Mentally Retarded - MR
Job restructuring - JR			Work Adjustment - WA		Physically Disabled - PD
Job-seeking skills training - JST			Other - Other		Other - Other
Occupational skill training - OST					

Although the following agencies provide services to the handicapped client less than 15% of the persons served are handicapped.

Agency, Address and Telephone Number	Director	Area Served
BUSINESS SCHOOLS		
Career Institute 10 Franklin Street Petersburg 23803 804/861-2555	Margie W. Ferguson	Petersburg, Hopewell, Colonial Heights
College of Hampton Roads 99 Sherwood Mall Newport News 23602 804/877-6451	Gail P. McLeod	Peninsula Virginia
Jefferson Professional Institute and Holden School of Art and Design 2246 Ivy Road, #15 Charlottesville 22901 804/295-0136	Richard Niringer	Central Virginia
Kee's Business College 1510 Norview Ave. Norfolk 804/855-3311	Patricia A. Heft	Norfolk, Virginia Beach, Chesapeake
National Business College 8 Franklin Road P. O. Box 1989 Roanoke 24009 703/982-6822	Frank E. Longaker	Virginia, West Vir- ginia, North Carolina
Norfolk College 300 Boush Street Norfolk 23510 804/625-5891	Joseph A. Kennedy	Tidewater Virginia
Northern Virginia Business School 8111 Gatehouse Road Falls Church 22042 703/573-7400	Albert P. Coppola	Northern Virginia

Agency, Address and Telephone Number	Director	Area Served
Pan American School 913-15 W. Grace Street Richmond 23220 804/353-3931	Elizabeth D. Seaman	Virginia, Maryland, North Carolina
Princess Anne Business College 2924 N. Lynhaven Rd. Virginia Beach 23454 804/340-0222	Joseph A. Kennedy	Tidewater
Professional Business & Medical Institute 1118B W. Mercury Blvd. Riverdale Plaza Hampton 23666 804/827-5000	D. L. Ware	Peninsula Virginia
Richmond Business College 613 N. Lombardy Richmond 23220 804/353-9294	Robert C. Hodge	Richmond
COSMETOLOGY SCHOOLS		
Allen's Beauty Center 1314 S. Memorial Blvd. Martinsville 24112 703/632-4261	Margaret H. Foard	Not Available
Anne's Beauty College 118 W. 21st Street Norfolk 23517 804/622-8356	Anne Barnes	Tidewater Virginia
Anthony's Barber College 1307 Jefferson Ave. Newport News 23607 804/244-2311	Irene V. Anthony	Not Available
Apex School of Beauty Culture 211 E. Clay Street Richmond 23219 804/643-9731	Gwendolyn Finney	Statewide

Agency, Address and
Telephone Number

Director

Area Served

Celebrity Beauty Academy 2 E. Brookland Park Blvd. Richmond 804/329-7361	Isiah Henderson	Richmond Henrico, Chesterfield Hanover Counties
Danville Beauty Academy Riverside Shopping Ctr. Danville 24541 804/793-0324	Ann Mitchell	Not Available
Denards Beauty College 635 W. Market Street Harrisonburg 22801 703/433-2040	Dawn W. Caricofe	Harrisonburg Rockingham, Augusta, Page and Shenandoah Cos.
Flair Beauty Academies & Washington, D.C. Beauty Academies c/o Jules Hairstylist, Inc. 8154 Cryden Way Forestville, MD 20028 301/568-7900	Larry Bernfield	Fredericksburg, Richmond, Petersburg, Arlington and Falls Church
Frederic's Institute of Hair Design 1 E. Williamsburg Road Sandston 23150 804/737-8985	Fredric Schwenk	Richmond and Eastern Virginia
Hicks Academy of Beauty Culture 436 Boush Street Norfolk 23510 804/627-2622	Margaret Hicks	Tidewater Virginia
Indian River Beauty Academy, Inc. 6657 E. Indian River Blvd. Virginia Beach 23462 804/420-1645	H. S. Jarrett	Tidewater Virginia
Interstate Beauty Academy 6157 Virginia Beach Blvd. Norfolk 23503 804/461-1132	Zelda B. Seymour	Tidewater Virginia
Jenkin's Barber College 1016 Wilson Road Norfolk 23523 804/545-9627	Mozelle B. Riddick	Tidewater Virginia

Agency, Address and Telephone Number	Director	Area Served
Joseph's Haircutting and Cosmetology Academy 109 E. Main St. Salem 24153	Priscilla Atkinson	Roanoke and Salem Roanoke, Allegheny, Botet- ourt and Craig Counties
Richmond Barber School 1503 Hull St. Richmond 804/232-5410	Raymond L. Lee	Richmond, Petersburg Chesterfield, Henrico, and Hanover Counties
Tidewater Beauty Academy 1737 Virginia Beach Blvd. Virginia Beach 23454 804/428-9762	James F. Horne	Tidewater, Hampton Roads
Virginia Barber and Styling College, Inc. 3312 Williamson Rd., NW Roanoke 24012 703/563-2015	Linwood Locklear	Not Available
Virginia Beach Beauty Academy 5312A Virginia Beach Blvd. Virginia Beach 23462 804/497-4882	M. Pyatt	Virginia Beach
Wards Corner Beauty Academy 216 E. Little Creed Rd. Norfolk 23505 804/583-5261	Revota Kerns	Norfolk
	MISCELLANEOUS	
Broadcast Academy of Richmond 2120 Staples Mill Rd. Suite 200 Richmond 23230 804/358-7300	Tony Sposa	Statewide
Columbia Technical Inst., School of Technology 112 S. Wayne St. Arlington 22204 703/920-8866	James F. Teets	Northern Virginia and Metropolitan Washington

Agency, Address and Telephone Number	Director	Area Served
Computer Learning Center 6666 Commerce St. Springfield 22150 703/971-0500	Carl Simmons	Virginia, D.C., Maryland, Pennsylvania
Foggs Technical Institute Route 1 Hanover 23069 804/798-4849	David Bond	Greater Richmond area
Revco Tractor-Trailer Training, Inc. 5801 Chamberlayne Rd. Richmond 23227 804/264-2571	C. A. Astle	Eastern United States
Steele's Welding School, Inc. 1218 N. Boulevard Richmond 23230 804/353-5426	Howard R. Steele	Richmond Metropolitan area and Eastern Virginia
Steelc's Welding School of Danville, Inc. 116 Walton Ave, Danville 24541 804/793-0437	Earle T. Steele	Western Virginia

APPENDIX

CETA PROGRAMS SERVING HANDICAPPED PERSONS

A wide variety of programs serving the handicapped have used CETA funds to accomplish their goals. This appendix will publish abstracts of a few such projects located throughout the United States. In planning future client services, the reader may wish to contact the listed projects for more detailed information.

Prime sponsors may wish to contact the listed projects to determine how other agencies and localities have adapted CETA to such programs.

Project Title: Florida Association of Rehabilitation
Facilities

Name and Address
of Agency: Florida Association of Rehabilitation
Facilities
325-John Road, Suite L-500
Tallahassee, Florida 32203
(904) 386-6111

Project Manager: Ms. Sheryl Ranson

Project Duration: October 1, 1979 - September 20, 1980

Target Population
Served: Unemployed and Underemployed Emphasizing
the Handicapped

Project Description:

Project will establish a job placement coordinating council composed of representatives from all programs providing job development/placement services for unemployed and underemployed persons in two districts in Florida.

A Job Placement Coordinator will be hired in each of the two test sites for the purpose of developing a model procedure for accomplishing the coordination of all job placement service programs and for implementing this model.

Project Title: C.O.O.R. Special Services Employment Project

Name and Address

of Agency: C.O.O.R. Intermediate School District
11051 W. Cut Road, Pioneer Hills
Roscommon, Michigan 48653

Project Manager: George Johnson

Project Description:

C.O.O.R. is designed to provide education and training services to 35 Educably Mentally Impaired rural youth. Unique to this program model is the extent of private sector involvement. The local Holiday Inn has been directly involved with C.O.O.R. Intermediate School in each step of the planning and training process. At the completion of this one-year demonstration project, 30 students will be placed in unsubsidized employment in the restaurant/motel industry.

Project Title: Handicapper Job Club

Name and Address

of Agency: Lansing Tri-County Regional Manpower Consortium
1850 W. Mt. Hope Avenue
Lansing, Michigan 48910

Project Manager: Mike Dennis

Project Description:

This project utilizes the 'job club' placement concept. The club is being operated by the Capitol Area Community Services and provides job seeking skills and job search assistance to 27 physically and/or mentally handicapped youth. The goal of this one year demonstration project is to place 18 participants in unsubsidized employment.

Project Title: Training Alternatives for Learning and
Living (TALL, Inc.)

Name and Address
of Agency: Training Alternatives for Learning and
Living (TALL, Inc.)
3103 Swope Parkway
Kansas City, Missouri 64130

Project Manager: Mr. Ron Torner

CETA Funding
Source: Special Governor's Grant

Project Description:

TALL, Inc. has designed and developed some adaptors to assist palsied and other handicapped with poor motor control to operate different kinds of office machines. They also train in job related and life coping skills.

Project Title: The Rehabilitation Institute (TRI)

Name and Address
of Agency: The Rehabilitation Institute
223 Jericho Turnpike
Mineola, L.I., New York 11501

Project Manager: Mrs. Louise Friedman
Associate Director

Project Duration: Twelve months

Target Population
Served: Emotionally or physically handicapped who
are CETA eligible.

Project Outcomes: At the end of the six month period of training supervision the client will have permanent status as an employee of the company. It is conceivable that more than forty-eight clients would achieve permanent success since not every client required the total six months of project supervision.

Project Description:

This project is designed to overcome the difficulties emotionally handicapped persons may have in adjusting to competitive employment.

TRI proposes to place in business and industry groups of six on-the-job trainees accompanied by a project training supervisor who will be responsible for their continued training, productivity, and vocational adjustment during the first six months of employment. A total of at least forty-eight trainees would be placed during the first year at Long Island companies with whom TRI has successfully worked and placed clients in the past. The project coordinator has developed close and on-going liaison between each of these companies and the project. Appropriate company personnel such as the personnel director, medical consultant, foreman and potential co-workers would be involved through individual meetings, conferences and on-site visits. The project coordinator would obtain advanced knowledge of job skill requirements and job expectations and will be responsible for the overall coordination and flow of the projects trainees and the respective company jobs. The daily work and social adjustment of the trainees would be overseen on the job site by the project training supervisor. Also, mental health counseling services would be provided to the client, the client's family and the employer by a clinical psychologist and psychiatric social worker to maximize vocational success.

Project Title: Vera Institute

Name and Address
of Agency:

Vera Institute of Justice
30 East 39th Street
New York, New York 10016

Project Manager: Ms. Emily Marks

Project Duration: 13 months

Target Population

Served: Mentally handicapped persons with skill levels appropriate for supported work.

Project Outcomes: It is hoped that 60 people are transitioned to unsubsidized employment.

Project Description:

The objective of this program is to place retarded persons in work situations which would provide them with opportunities not available in sheltered work settings.

The Vera Institute would contract with private or public organizations to place mentally handicapped individuals in work experience and OJT positions. Vera Institute would also provide a supervisory staff whose responsibility would be to adequately prepare the participants for supported work before they arrive at the job site and then to train them in the requisite job skills. All supervision and training would be closely coordinated with worksite personnel who would provide necessary input and expertise.

The daily supervision by Vera Institute staff supervisors would provide the support that mentally handicapped persons need to prove their working potential. The employer would have an opportunity to 'try out' mentally handicapped individuals and become familiar with their capabilities. In addition, these individuals would learn marketable job skills and favorable work habits.

Project Title: Electronic Industries Foundation

Name and Address
of Agency: Electronic Industries Foundation
2001 Eye Street, NW, Suite 201
Washington, D.C. 20006
202/457-4913

Project Manager: Carol A. Dunlap

Project Description:

This project will find and refer 300 handicapped persons in Los Angeles, San Francisco, and Massachusetts to jobs in the electronics industry by centralizing job placement activities.

Participating companies submit job openings to the project office. These are distributed to statewide programs serving the handicapped, who solicit applications from qualified handicapped persons. Employers contact referring source for additional information, if necessary. The project office follows up all referrals.

Project Title: National Business School

Name and Address
of Agency: National Business School
3108 Mt. Vernon Avenue
Alexandria, VA 22305

Project Manager: Gary Smucker, Director
703/683-6554

CETA Funding
Source: Title II-B
Individual Referrals

Project Description:

This non-profit organization operates classroom training programs for emotionally handicapped persons. Courses of study include data entry, accounting, clerical, and GED preparation. The agency is reimbursed for its tuition by CETA.

Project Title: Sheltered Workshop
of Bedford

Sheltered Workshop
of Altavista

Name and Address
of Agency: Sheltered Workshop
of Bedford
414 Jackson Street
Bedford, VA 24523

Sheltered Workshop
of Altavista
521 Broad Street
Altavista, VA 24517

Project Manager: Renee Fisher
Executive Director
703/586-1430

Bob Spencer
Executive Director
804/369-6920

CETA Funding
Source: Title II-B
Work Experience

Project Description:

These agencies operate training programs for mentally retarded, emotionally and physically handicapped persons in the woodworking and clerical fields. Both agencies provide instruction in these fields, coupled with work experience and the needed services. Clients are placed in these occupations upon completion of the three to six month programs.

Project Title: Manpower Services Programs

Name and Address
of Agency:

Workshop V., Inc.
604 Henry Ave.
Charlottesville, VA 22901
Ron Enders, Exec. Director
804/295-0147

SHEN-PACO Industries, Inc.
Route 1, Box 189
New Market, VA 22844
Tony Hill, Exec. Director
703/740-3179

Northwestern Workshop
329 N. Cameron Street
Winchester, VA 22601
Susan Dawkins, Exec. Director
703/667-0809

Friendship Industries
380 Waterman Drive
Harrisonburg, VA 22801
Dave Flick, Exec. Director
703/434-9586

Project Description:

Several sheltered workshops in Virginia have contracted with CETA under Title II-B to provide manpower services to their handicapped participants. In these programs, the CETA grant funds work adjustment and job placement services for participants. Although participants are placed on work sites in each facility, wages for these participants are not reimbursed by CETA.